

Board of Trustees
United Community Corporation
November 10, 1965

Present: C. Willard Heckel President, Presiding; Rabbi Jonathan J. Prinz, Mrs. Ceil Arons Timothy Still, Saul Schwarz for Abe L. Sudran, Rev. William Linder for Msgr. Thomas Carey, Rev. Kinmonth W. Jefferson, Duke E. Moore, Al Wagner for Richard Donovan, Msgr. Joseph Dooling, Rev. Mario Muccitelli, Louis Quad Edward Kirk, Robert Harvey Charles Garrison, Frank Loris, Fred Means, Walter Chambers, Franklyn Titus, Mrs. Estelle Pierce, Ralph Geller, Thomas Edwards, Mrs. Reynold Burch, Dr. Thomas Reynolds Arthur Kaufman for Mayor Hugh J. Addonizio, Sidney Reitman.

Staff: Cyril D. Tyson, Donald M. Wendell, James H. Blair, Mrs. Bess Norman, Fleming Jones, Charles Settles, Malachi Roundtree, Mrs. R. Owens, Mrs. Beatrice V. Easley

The meeting was held in Area Board VI at the Boys' Club, Broadway Unit, 422 Broadway.

PROPOSALS DEFERRED: The President noted that it had been suggested that several proposals be deferred for further consideration by the Program Committee, appropriate Task Force and sponsoring agency and asked for a motion. It was MOVED AND SECONDED that the following proposals be deferred for action to December 2: Teacher Aide Proposal, Pre-Elderly Training Program, Senior Citizens Health and Recreation Project for Newark, Project Enable, and Neighborhood Block Rehabilitation Demonstration Project.

In the discussion on the motion Mr. Kaufman said that the Mayor was concerned about the procedure of deferring programs back to the sponsoring agencies and expressed the hope that in the future more opportunity will be given to these agencies to make whatever modifications are necessary. THE MOTION WAS PASSED.

WELCOME: Mrs. Givens, Chairman of Area Board VI welcomed the Board of Trustees and invited the Board to meet in the Area whenever possible.

Dean Heckel thanked Mrs. Givens and thanked the Director of the Boys' Club for permitting the Trustees to meet at their offices.

LEAGUER'S PROPOSAL: Mr. Still reported on the recommendations of the Program Committee with regard to The Leaguer's Proposal. The Committee recommended the program be extended to 52 weeks; the Project Director's salary be increased

from \$9,000 to \$11,000; the title of Steno-Typist be changed to Steno-Secretary; the Parent Aides be paid at the rate of \$2.00 per hour and that additional money be allotted for postage and printing if UCC staff survey indicates an increase is needed. With these changes, the Committee recommended the proposal be approved, and he so MOVED. The MOTION WAS SECONDED.

Mrs. Butler reported for the Community Action Task Force and MOVED that the following conditions be struck from the main motion: The proposed salary increase for the Project Director and title of steno-typist be changed to steno-secretary; only the full-time staff should be hired for the 52 week period. The AMENDMENT WAS SECONDED. It was then suggested that since the intent of the Program Committee's recommendation was not to change the title of the clerk-typist, this part of the AMENDMENT WAS WITHDRAWN.

It was suggested that the recommendations be voted on separately. The salary of the Project Director remaining at \$9,000 was discussed. In response to a question on whether it is the policy of UCC to expect agencies who submit proposals to find independent funds in order to get proper salaries to get qualified personnel for jobs, Mr. Tyson responded that it is better to include in the budget the full, proper salary for a position. It was our understanding that the Project Director in this case would be working in a dual capacity: Executive Director of The Leaguer's and Project Director. For this reason we felt the agency should provide the additional amount that would be needed. However if the Project Director will devote full time to the program, the full salary should be provided for in the budget.

In response to the question as to whether there would be someone over the Project Director, Mrs. Burch said that the Executive Director of The Leaguer's would be over the Project Director. Mr. Tyson said that if the salary of \$9,000 is inadequate, and if the budget has accruals the agency has flexibility up to ten percent to increase the salary.

After more discussion on the salary of the Director, the AMENDMENT TO STRIKE PORTIONS OF THE MAIN MOTION WAS WITHDRAWN.

Mrs. Burch was asked if the money allocated in the budget for Postage and Printing was sufficient. She stated that it was.

The Program Committee then WITHDREW their recommendation to increase Postage and Printing based on staff survey.

The original MOTION was restated as follows:
The Program Committee recommends the Board adopt the Leaguer's Proposal with the following changes--the program be extended to 52 weeks; the Project Director's salary be increased from \$9,000 to \$11,000; the title of Steno-Typist be changed to Steno-Secretary and the Parent aides be paid at the rate of \$2.00 per hour.

Mr. Moore MOVED TO AMEND THE MOTION to increase the Project Director's salary to \$12,000. The AMENDMENT WAS SECONDED AND PASSED.

THE ORIGINAL MOTION AS AMENDED WAS PASSED.

TEACHER AIDE: The Program Committee presented the Teacher Aide Proposal and pointed out the difference between the recommendation of their committee and the Education Task Force. It was MOVED to defer Board Action to December 2 to give the Board of Education time to act on the changes recommended and to meet with the Program Committee and Education Task Force. The MOTION WAS SECONDED.

Mr. Schwarz suggested the age range for aides be reevaluated in terms of there being no maximum age limitation. Mr. Geller suggested that salaries paid teacher aides in New York be investigated. The suggestions were accepted by the Program Committee.

THE MOTION TO DEFER THE TEACHER AIDE PROPOSAL TO DECEMBER 2 WAS APPROVED.

UCC BUDGET: Dr. Reynold started to report for the Budget and Finance Committee on the UCC budget for 1966. However, presentation and discussion was withheld in order to take action on the narratives of the Community Action Institute and Conduct and Administration.

Mr. Still MOVED to approve the Community Action Institute. The MOTION WAS SECONDED. Mrs. Bridges MOVED TO AMEND THE MOTION to include instructional activity for the poor to enable them to secure jobs under all titles of the Economic Opportunity Act. THE AMENDMENT WAS SECONDED AND DEFEATED. The ORIGINAL MOTION was passed.

Mr. Still presented the narrative on Conduct and Administration for the new budget and said his Committee objected to the Management Analysis and the cost for this service.

Mr. Tyson said that in the original narrative we wanted to put material into a computer in order to find out how people were working in the programs, and get some idea as to how they are involved. As a result of the Program Committee's evaluation, he said, the narrative was rewritten to explain more fully our purpose for the analysis which is to find out and tie in all of the anti-poverty programs and the people involved and to learn what more we need to do in order to get total involvement. This is a form of operational research and will affect central administration.

Mr. Still MOVED adoption of the revised Conduct and Administration narrative. The MOTION WAS SECONDED. After some discussion the MOTION WAS ADOPTED.

Mr. Kaufman MOVED that further discussion on the new budget be tabled to December 2. The MOTION WAS SECONDED.

Mr. Kaufman explained his request to defer action was on the basis that Messrs. Parker and McDowell objects that the budget was presented to the Budget and Finance Committee rather than worked out with the Committee; they have not had enough time to study all the material submitted because they are away at a conference and not able to be present at the meeting at which action was taken.

In the discussion that followed, Dr. Reynolds said his report would have indicated that the two City representatives on the Committee were not present when the budget was approved but they did get copies of the budget. A quorum was present when the budget was adopted. In addition, he felt staff should work out the budget since they know their needs and can better relate detailed items to satisfy those needs.

Mr. Tyson said that in the preparation of the budget he, too, feels this is a function of staff. Staff first writes the program design and the budget is written to match the program. In addition, much of the budget and narrative represents what UCC has been doing all along and represents a continuation of the first grant.

In response to a question as to whether delay at this time would hinder getting money and being able to meet salaries, Mr. Tyson said it would because the budget has to first be submitted to New York and Washington, and after approval, working out with the city the necessary ten percent share and further delay complicates the whole matter. At this point Mr. Kaufman said the issue of the ten percent share is well taken and this was the reason he felt the City representatives should approve the budget and if it were approved without their being present perhaps there might be difficulty.

In response to another question as to whether UCC's doors would close if budget not approved by the first of the year, Mr. Tyson said they would, especially for those staff lines in the original budget.

After more discussion it was suggested a special meeting of the Board be called after the Budget and Finance Committee have had time to meet with City representatives on the budget. Mr. Kaufman WITHDREW HIS MOTION TO TABLE and it was MOVED to drop discussion on the budget for this evening and a recessed meeting of the Board be held at the call of the President and that in the meantime the City representatives meet with the Budget and Finance Committee to discuss the budget. The MOTION WAS SECONDED AND PASSED.

Dean Heckel had to leave early and Rabbi Prinz assumed the chair.

REPORT OF PERSONNEL COMMITTEE: The Personnel Committee MOVED to retain the services of the Executive Director at an annual salary of \$24,000. This is in line with the contract between the Corporation and Executive Director. The MOTION WAS SECONDED AND PASSED.

The Committee, after reviewing the work of legal counsel, the firm of Kapelsohn, Lerner, Leuchter and Reitman, recommended, and so MOVED, that the fee be raised from \$6,000 to \$15,000. The MOTION WAS SECONDED.

In the discussion on the motion it was pointed out that in the beginning we had estimated what the services of legal counsel would be but, in the reviewing of these services, the Committee found the fee was out of line in comparison to services performed and total hours spent on these services which total approximately forty hours a week.

It was MOVED AND SECONDED to postpone action to December 2. The MOTION WAS DEFEATED BY A MAJORITY VOTE.

At the request of members of the Board, Mr. Geller read the letter from Mr. Reitman outlining the duties of his firm which are summarized herein as follows: consultation with and advice to officers, Executive Committee, Trustees and staff; attendance at Board, Executive Committee, membership and various committee meetings; participation in preparation and review of documentary material for submission to governmental investigating agencies; drafting and review of sub-contracts; negotiation, preparation and review of leases and other documents relating to real estate matters and premises leased by the corporation, including discussions on renovations to be effected, extensions, zoning regulations, etc.

Mr. Gund MOVED the increase to \$15,000 for the firm of Kapelsohn, Lerner, Leuchter & Reitman be APPROVED. The MOTION WAS SECONDED AND PASSED.

REPORT OF EXECUTIVE DIRECTOR: Mr. Tyson reported that he hopes PROP, SBDC and Legal Services will be funded before the end of the year. In the meantime, he said, we are awaiting the release of funds for Blazers since we now have the in-kind contribution and we thank the community for their tremendous support for this organization.

Mr. Tyson said he had attended the recent White House Conference and had been assigned to the community organizing section as a result of the enthusiasm around the country for UCC's efforts to mobilize an entire city.

In response to a question about what proposals will be coming before the Board in the near future, Mr. Tyson said that Full Neighborhood House has submitted a draft proposal; proposal on police-community relations; the Boys Club is in process of designing a proposal; proposal from Area Board III; YMCA is designing a proposal and we are working on the final draft of an arts and culture proposal. In addition he said that a remedial and tutorial proposal is in the works.

The meeting was recessed and will be resumed at the call of the President.

Respectfully submitted,

Beatrice V. Easley

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